

**Date:** November 2, 2015

**To:** Thomas Bonfield, City Manager  
**Through:** Keith Chadwell, Deputy City Manager  
**From:** Delilah Donaldson, Senior Human Relations Manager, NIS Department  
**Subject:** Recommendations to Council to Amend Durham City Code, section 34-108, found in Article III, Chapter 34 of the city code entitled "Human Relations Commission" Ordinance

### **Executive Summary**

The Human Relations Commission (HRC) would like to expand the makeup of the board's composition to better represent the growing demographics and diversity of the City.

### **Recommendation**

To receive and accept a request from the City of Durham Human Relations Commission to adopt an amendment to the Durham City Code section 34-108 of the Human Relations Commission Ordinance entitled "Composition; Appointment and Terms of Members; Filling Vacancies."

### **Background**

Section 1: Durham City Code Section 34-108(a) and (b) captioned as –"Composition; appointment and terms of members; filling vacancies" presently reads as follows:

- a) The commission shall be composed of 15 citizens and residents of the city. The city council shall cause public notice to be given when vacancies occur on the commission. Any person who is a citizen and resident of the city may express a desire to serve on the commission.
- b) The city council shall appoint the members of the commission. The composition shall represent fairly the social, economic, gender and ethnic composition of the population of the city. The membership shall be comprised of six African-Americans, six whites, and three members of other racial minority groups other than those listed above. In addition, both genders shall be equally represented but neither by more than 53 percent. When the city council is unable to apportion appointments to the commission in this article's stated composition, those vacancies will be held until such time as appropriate candidates are identified and appointed.

Section 2: Durham City Code Section 34-108 (a) and (b) (referenced above) is amended and rewritten as follows:

- (a) The commission shall be composed of 17 citizens and residents of the city. The city council shall cause public notice to be given when vacancies occur on the commission. Any person who is a citizen and resident of the city may express a desire to serve on the commission.
- (b) The city council shall appoint the members of the commission. The composition shall represent fairly the social, economic, gender, sexual orientation, ability, religious affiliations, and racial and ethnic composition of the population of the city. The recommended membership shall be comprised of six African-Americans, six whites, two Hispanic/Latino Americans, and two individuals not represented by the preceding categories. The Mayor's appointee shall be an at-large member from any of the racial/ethnic groups provided in this section. In addition, both genders shall be equally represented but neither by more than 53 percent. When the city council is unable to apportion appointments to the commission in this article's stated composition, those vacancies will be held until such time as appropriate candidates are identified and appointed.

The Human Relations Commission feels that by updating the ordinance to expand the makeup of the board's composition, the board will better represent the diversity of the City and be more inclusive.

**Attachments:**

HRC Report -Recommended Revisions to Durham City Code Section 34-108  
HRC Ordinance-Durham City Code Section 34-108